

HRC NEWS & VIEWS

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January 2014

EMPLOYEE OF THE YEAR AWARD



Congratulations to Steve Breault, Activity Specialist, on your recent recognition as HRC Employee of the Year!

To his surprise, on Janu-

ary 9th, the Employee Recognition Committee presented Steve with this award. In addition to a certificate, Steve was presented with Chamber Bucks valued at \$30, a designated parking spot for one year and his photo featured in the display case.

Steve was chosen based on the recognition presented on the nomination form for Employee of the Quarter. His nomination included the following, "Beyond his normal PVC duties, Steve helps youth accomplish individual goals by

working on specific tasks that the youth has identified as deficient in his life. He has taught numerous cooking classes, holds regular discussions on budget related issues and helped put together a tax talk discussion. Whether it's preparing for a driver's license or learning how to pay bills, Steve provides the youth with the information and direction they need."

Thank you, Steve for your contributions to the success of HJCDP and the Hastings Regional Center during your 41+ years of employment.

NOMINATIONS WELCOMED BY PAM SCHWABAUER

The Employee Recognition Committee welcomes all employees to nominate a co-worker for the Employee of the Quarter Award. Nomination forms are available on the Share drive in the

Forms folder. To be eligible, nominees must be employed at least one year at HRC. Completed forms can be submitted electronically or by mail to the attention of Pam Schwabauer, Building 5.

The Committee reviews nominations each quarter and selects the winner. All nominations are considered each quarter throughout the year.

Thank you!

January is

Be Kind to Food Servers Month
Celebration of Life Month
National Clean up Your Computer Month
National Volunteer Blood Donor Month
National Mentoring Month
National Soup Month
Shape Up U.S. Month

Clean Out Your Inbox Week
19-25
Diet Resolution Week 1-7

1/1 Polar Bear Plunge or Swim Day

1/1 New Year's Day Holiday

1/1 Rose Bowl Day

1/11 Fruitcake Toss Day

1/6 "Thank God It's Monday" Day

1/16 National Nothing Day

1/19 Popcorn Day

1/20 Dr. Martin Luther King Jr. Day Holiday

1/22 Celebration of Life Day

1/24 Belly Laugh Day

1/28 Data Privacy Day

1/31 Fun at Work Day

1/31 Backwards Day





THE SWEET SMELL OF SUCCESS

BY MARJ COLBURN

We did it! After a brief notice that Joint Commission was coming to survey us, we made our way through the survey process, received our notification of deficiencies, and addressed those deficiencies!

HRC's response to the Joint Commission deficiency related to a suicide assessment tool being in place was submitted on 11/13/2013 and approved on 12/2/2013, well within the 45 day timeline we were given.

The 60 day response for all other deficiencies was submitted on 12/6/2013. On 12/20/2013, HRC was notified that there was some additional information required. All of the additional information was easy to find and submit (who approved the Infection Control Plan, who approved the Youth Personal Safety Action Steps form, etc.). That information was submitted on 12/27/2013.

HRC was notified by the Joint Commission on 12/30/2014 that the additional information was sufficient for compliance, and that they accepted our plan of correction. That means all of our deficiencies have been "cleared". Having said that, HRC must monitor four items for four consecutive months and report continuous 100% compliance with them. These items have

been deemed significant by Joint Commission because of their relationship to client/staff safety. Our final report of this monitoring is due to Joint Commission by 4/29/2014. The four items that will require monitoring over the next few months are:

- ◇ OTR Living Skills Goals are made a part of each youth's treatment plan. Progress towards those goals is documented in subsequent treatment plans and new goals are established when others are met. The format of the OTR section of the treatment plan must be the same as the rest of the treatment plan. The goals must be achievable by the youth and measureable.
- ◇ On admission, any physical conditions or trauma issues that might be impacted by the use of a physical hold has to be assessed and documented.
- ◇ Safety problems with the large freezer in the Kitchen must be monitored. The condition of bedding provided for the youth must also be monitored.
- ◇ A risk assessment for suicide must be completed for each youth entering the program.

- ◇ This must be a formal tool to evaluate the client characteristics and environmental features of the program, not only the clinician's impression of suicide risk.

Each month these four items will be reported to the Performance Improvement Committee as a ratio of compliance (six youth admitted, six youth have OTR goals that carry through the treatment planning process = 100% compliance).

Once again, the HRC team came together to address these deficiencies. We have a good handle on managing the monitoring of these four events along with the other deficiencies we received. As we have worked on clearing these deficiencies, we are seeing the need to address some changes to policy and procedures. Those will be coming your way as they are completed, so stay tuned!

Thanks again to everyone who participated in the survey, worked on the Plan of Correction and will continue to monitor and revise what we need to do to keep HRC in good standing. Personally, I'm glad we had the Joint Commission survey taken care of before the holidays, and we can start the New Year out by a pat on the back for a job well done, and look forward to other

MARY LANNING HEALTHCARE HEALTH FAIR
TESTING WILL BE DONE AT HRC
DATES TO BE ANNOUNCED IN FEBRUARY

IT'S A WONDERFUL THING BY SHERRY BLOCK, RETIRED



Retirement is wonderful. It's scary, too. As I neared 65, the m a i l m a n brought packets daily from investment firms, health insurance companies, hearing aid dispensers, and funeral homes. I wondered if I'd saved enough, if I'd made the right choices. I knew I'd miss the satisfaction that came with helping the youth and fellow employees, meeting the challenges that change always brought. I'd miss my coworkers a lot. Of course I'd also miss lots of meetings, organizing activities for school

breaks, performance evaluations, preparations for surveys, Mandt Training, and winter fire drills. After 27 years at HRC, I gathered my courage and told Marj I was retiring at the end of 2012.

You surprised me with a gathering in January, inviting my whole family and getting my retirement off to a good start. Thank you!

The year has gone quickly and I've made some discoveries. When you're retired you can stay in your pajamas all day. Volunteers are needed everywhere. Stores aren't very busy on Wednesday mornings. Campgrounds aren't as crowded during the week as they are on the weekends. You might get "carded" when you request the senior discount even if your hair is

white. Just because you're retired doesn't mean that Corinne won't ask you to write an article for the News and Views.

I've been able to spend more time with family and keep up with the grandkids' activities. Lunch with friends takes priority over "to do" lists. I'm grateful my health allows me to work part time, I get a lot of exercise and still get to push carts around. I'm thankful for HRC friends who keep in touch. I'm also thankful for State Retirement, deferred comp (take advantage of that!) and Social Security, too.

Yes, retirement is a wonderful thing.

PS: Congratulations on your Joint Commission accreditation!

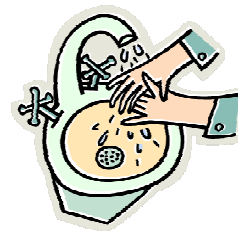
WE WANT TO HEAR FROM YOU BY MARJ COLBURN

When the Joint Commission surveyor was on campus in October 2013, he spent a lot of time talking about staff hand hygiene. He was impressed that we were monitoring hand gel use with the youth, but wondered how we were monitoring staff compliance. Since we aren't following staff into the restrooms around here, we came up with a couple of creative ideas to try and evaluate staff hand hygiene. One was the "Good Catch" award. Grant decided that since staff hand hygiene was such an important topic, he would use it in January as

our kick off for the Good Catches. We have also developed a short survey on hand hygiene we would like staff to participate in. You can either complete the survey anonymously, OR, if you want to be eligible for the prize to be awarded, you can write your first name, last initial on the survey, and we will include you in the drawing. The survey will be coming to you soon over email.

As we plan for Required Inservices for 2014, hand washing will be a topic you will be seeing again.

We are in that season of colds and flu, so this is the perfect time to be talking about hand hygiene and minimizing the spread of infection. We are hoping that you will participate in our efforts to evaluate and improve staff hand hygiene.



TIP OF THE MONTH: Cold and flu season is upon us, and for many, this means taking some extra precautions to avoid getting sick. Is one of your remedies zinc lozenges? This may or may not be doing the trick. According to the National Institutes of Health, it is still unclear what effect zinc has on the duration and severity of colds. However, most experts agree that regular hand washing is one of the best ways to avoid getting the common cold. *Source: National Institutes of Health*

CHANGE IS A PART OF LIFE

BY RON CULBERSON, MSW, CSP

Around 2:00 a.m., as I came back to bed from an all-too-common, middle-of-the-night trip to the bathroom, I ran into the corner of the bed. The impact and the expletive that followed woke my wife.

Yesterday, I could not find my favorite pair of jeans. They seem to have been abducted by denim fairies.

Last week, I discovered a light switch that doesn't control anything. After an hour of investigation, it appears to be a dummy switch, which apparently was named for the people who spend an hour trying to figure out what it controls.

I'm not suffering from an overdose of cold medication or the early signs of dementia. I'm suffering from New Home Syndrome. You see, two weeks ago, we moved from our home of 17 years in Northern Virginia, where I knew the location of my favorite jeans and how all the light switches worked, to a beautiful home in the Blue Ridge Mountains near Charlottesville, Virginia. It was a very smooth move and we love our new location. But like so many other experiences in life, we're dealing with the side effects of the transition.

I won't bore you with all the details but every day, we're reminded of the changes we have gone through and the adjustments we need to make. And let me be perfectly clear, these changes are by choice and overwhelmingly positive rather than the negative impact of a forced transition.

But others we know are going

through more challenging transitions. For instance...

...a friend will spend Christmas in another city because this is the first major holiday since her husband died in April.

...my mother left her home and community of 63 years to enter a senior living facility three hours away.

...our neighbor is getting a divorce after her husband decided he could not be the husband he needed to be.

Life is full of transitions. Some significant. Some less so. The greatest benefit of transitions is that when we embrace them, we often grow from the experience. The most harmful effect of life transitions occurs when we pretend they won't happen to us and then, when they do, we're caught off guard and can only see the negative.

If we step back and pay attention, we will see that change is a normal and constant component of life. Today is different from yesterday. Tomorrow will be different from today. It's easy to see these differences over time but on a day-to-day basis, we can easily be seduced into expecting things to stay the same.

For example, my head has much less hair on it than it did 30 years ago and my stomach has much more, well, stomach. But, I didn't really notice any changes on my head or with my stomach from one day to the next. Yet, this is symbolic of our entire lives. Things change.

When a family moves from one house to another, jeans will get lost. They may turn up before the next move, but they may not. It is part of the transition.

As we get older, our bodies and minds change. Sometimes a new living environment is needed to accommodate those changes. This is simply part of the aging process and is a transition almost everyone experiences.

And when someone dies, we grieve. We miss them and we notice the vacancy they leave in our lives. But we all die as part of life's greatest transition. We must not deny that reality but embrace it so that we truly live while we are still alive.

Life transitions can be the greatest teacher of all. But just like when we were in high school, many of us are looking out the window and not listening to the teacher. If, however, we pay attention and take notes on what we learn, I think we will move through life more smoothly and without as much resistance.

As you go through this new year, I hope that you find peace, joy and most importantly, contentment in whatever life transition you are experiencing. Because in the big scheme of things, every day is moving day.



THE MEANING OF FAITH BY JOE TYE, VALUES COACH, INC.

Core Action Value #6 in our course on The Twelve Core Action Values is Faith. When we talk about faith as a value, we're not talking about religion in any sense. *Everyone* needs faith, regardless of their particular religious beliefs. The holiday season and the approaching new year are a great time to consider your own faith, because it will have a significant influence on your future success and happiness.

The terms faith and belief are often used interchangeably, but they are different qualities. Belief is specific - you believe *something*. Faith is non-specific - it is expectancy, not expectation.

Faith is the marriage of fidelity and trust. Fidelity means that you are faithful to someone or something - a cause, a doctrine, or another person. Trust means that you have faith in someone or something - the future, other people, or a higher power.

Faith is not subject to proof. Faith is called upon precisely at the point where certainty ends.

Our course talks about The 4 Pillars of Faith as being faith in yourself, faith in other people, faith in the

future, and (hopefully) spiritual faith in something bigger than just the material world that can be seen with the human eye.

In the course, each of the twelve values is built upon four cornerstones, the principles that put the action into the value. The four cornerstones of Faith are:

Gratitude is a heartfelt thankfulness for the blessings of your life, material and nonmaterial. I think of complaining and other forms of ingratitude as the anti-prayer; instead of gratitude for the blessings in his or her life, the complainer is, in effect, saying that those blessings are not enough. Gratitude is the foundation for future optimism and is reflected in a spirit of charity and generosity.

Forgiveness means letting go of the emotional baggage of anger, hate, and resentment toward another person. One of the best definitions of a grudge is that it's like drinking poison in hopes of hurting someone else; the I Ching calls hate a chain that binds you to the object of your hatred.

Love in the context of values is not just a mushy emotion - as the late

Dr. Scott Peck wrote in *The Road Less Traveled*, love is hard work on behalf of the beloved. The Beatles were right! There's nothing you can do that can't be done, there's no one you can save that can't be saved, all you need is love. They also said that the love you take is equal to the love you make, and that it's within you and without you. (Note: we need more words to accurately reflect what we mean when we say "I love..." - to say I love hot dogs is a very different thing than to say I love my wife.)

Spirituality is the search for something sacred, something beyond trying to win by dying with the most toys. It's what one feels when gazing at the nighttime starscape (especially from the bottom of the Grand Canyon!); it's those moments when soul wins in the eternal struggle with ego.

From all of us here at Values Coach we wish you the happiest of Holidays and hope that your faith will be rewarded in the new year by deepened spiritual awareness and greater commitment to making a difference in your corner of the world.

COLLECTING HATS, GLOVES, SCARVES & MITTENS

for

HASTINGS HEAD START

DONATION BOX IN THE MAIL/COPY ROOM UNTIL 1/31/14

HELP KEEP CHILDREN WARM THIS WINTER!

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AA/EOE/ADA

WHITE CHICKEN CHILI *FROM THE KITCHEN OF CORINNE JENSEN*

- 1 medium chopped onion
- 1 four ounce can chopped green chilies
- 2 tsp. ground cumin
- 28 ounces chicken broth
- 1 1/2 c. chopped cooked chicken breast
- 3 Tbsp. olive oil
- 3 Tbsp. flour
- 2 cans Navy beans

In large skillet, cook onion in oil until transparent. Add green chilies, flour and cumin. Cook and stir for two minutes. Add beans and broth. Bring to boil. Reduce heat. Simmer for 10 minutes or until thickened. Add chicken. Cook until hot. Garnish with shredded Monterey Jack cheese, sour cream and salsa if desired.

CELEBRATE NATIONAL SOUP MONTH – WITH SOUP!

**BRING A CROCKPOT OF YOUR FAVORITE SOUP
OR A SALAD TO SHARE**

**WEDNESDAY, JANUARY 29
11:00AM - 12:30PM
ROOM 007**

CUT THE COST & MAKE YOUR SOUP/SALAD WITH A CO-WORKER!

10 FACTS ON MARTIN LUTHER KING BY CORINNE JENSEN

1. He was born Michael King Jr. after his father, Michael King Sr., but the senior King changed their names to Martin Luther King Sr. and Jr. when Martin Jr. was about 5 years old.
2. The younger King was one out of only 11 African-American students in 1948 at Crozer Theological Seminary in Pennsylvania; in his third year there, he was elected class president.
3. In 1963, he became the first African-American to be named Time magazine's Man of the Year.
4. At the age of 34, he became the youngest man to have been honored with the Nobel Peace Prize.
5. Between 1957 and 1968, he traveled more than 6 million miles and spoke at more than 2,500 events.
6. He was arrested 30 times and was awarded at least 50 honorary degrees from colleges and universities.
7. There are more than 900 streets named after him in the United States—and the number continues to grow.
8. In 1968, the first legislation was introduced by U.S. Rep. John Conyers Jr. of Michigan to make King's birthday a federal holiday. The bill was finally turned into law in November, 1983 and the first official holiday was observed on the third Monday of January in 1986.
9. King is the only non-president to have a national holiday in his name, and is the only non-president with a memorial on the National Mall in Washington, D.C.
10. The famous "I have a dream" section of the monumental "I Have a Dream" speech was unscripted; although he had used the phrase before and wanted to include it, his advisor suggested he leave it out of the speech for this occasion. Fortunately, he went with it.